



# Mentor

The Newsletter of  
**Arisia, Incorporated**

Volume 32, Issue 277 October 2020,  
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## About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **Sunday November 15, from 2-4pm** by Zoom teleconference. The link to the meeting will be distributed over the corp-announce email list in advance of the meeting.

The quorum for the November corporate meeting is **27**, based on 51% of the average attendance of the last three meetings  $((42+63+50)/3 \times 0.51) = 26.35$ .

Please submit proxies in advance by email to [corp-proxies@arisia.org](mailto:corp-proxies@arisia.org) (a mailing list which will be seen by all subscribed corporate members) and CC the proxy holder.

## October Corporate Meeting Summary

The meeting was conducted over Zoom and called to order on 10/13/20 at 7:10 PM.

There were 42 people in attendance: Vivian Abraham, Joseph Andelman, Julia Austein, Priscilla Ballou, E.J. Barnes, Nicholas Brown, Heather Cougar, Jan Dumas, etana, Kelly Fabijanic, Allison Feldhusen, Lisa Hertel, Diana Hsu, Lenore Jean Jones, Rick Kovalcik, Chris Lahey, Jodie Lawhorne, Ben Levy, Megan Lewis, Claudia Mastroianni, Will McMain, Danny Miller, Elliott Mitchell, Alex Morgan, Kris Pelletier, Melissa "MPA" Perreira-Andrews, Shannon Reilley, Mink Rosequist, Sharon Sbarsky, Richard Schmeidler, Cate Schneiderman, JB Segal, Nicholas "Phi" Shectman, David Silber, Mike Sprague, Sandy Sutherland, Rachel Tanenhaus, Maria Taranov, Ilene Tatroe, Mike Tatroe, Melia Vaden, Alan Wexelblat

### Proxies:

1. Melissa Kaplan to **Nicholas Brown**
2. Regis Donovan to **Claudia Mastroianni**
3. Gail Terman to **Daniel Abraham**
4. Kim Riek to **Melissa Perreira-Andrews**
5. Hope Moore to **Melissa Perreira-Andrews**
6. Anna Bradley to **Sharon Sbarsky**
7. Lenore Jean Jones to **Melia Vaden\***
8. Rachel Silber to **Kelly Fabijanic**
9. Tanya Washburn to **Mike Sprague**
10. Nightwing Whitehead to **Jan Dumas**
11. Conor Walsh to **Diana Hsu**
12. Kris Pelletier to **Jaime Garmendia\*\***
13. Persis Thorndike to **Rick Kovalcik**

- 14. Jason Schneiderman to **Rachel Tanenhaus**
- 15. Michelle Wexelblat to **Allison Feldhusen**
- 16. Emily Tersoff to **Shannon Reilley**

\*Joined meeting at 8:14pm

\*\*Joined meeting at 8:22pm

**Thank you** to etana and Julia for taking notes and to Vivian & Claudia as queue minders.

**Corrections to the September Minutes:** September meeting minute corrections will be added to the November 2020 Corp meeting.

**Officer and Committee Reports**

Eboard report:

Voted to extend corporate membership grace period to October 31. This allows folks who haven't yet paid to re-join and keep voting rights. We have not yet purged the corporate mailing list based on lack of payment. That will happen as of 11/1/2020. Go to [corp.arisia.org/join](http://corp.arisia.org/join) to renew online.

Voted to appoint Vivian Abraham as chair of Arisia 2022. This is subject to approval by the corporation. APPROVED

President's report:

Motion to set date of January meeting to **Sunday, January 17** at 2pm. MOTION PASSED.

Treasurer's report:

Dues to join at this meeting are \$22. This meeting will count as your first attended meeting and you'll gain voting rights at the next meeting.

As an officer, I authorized a \$198.08 overrun on the upgraded hostgator account

(budgeted: \$1600, actual: \$1,798.08) based on the recommendation of the IT committee. This will cover our hosting costs for the next three years.

<b>September 30</b>			<b>Change vs last month</b>
<b>Odd Year - A21</b>		\$5,789.33	\$0.00
<b>Even Year - A20</b>		\$46,179.56	\$0.00
<b>Corporate</b>			
<b>Reserved/Unspent</b>			
Grant Fund Unallocated	\$56.09		\$0.00
Grant Fund Allocated	\$0.00		\$0.00
Capital Equipment Unallocated	\$1,542.27		\$0.00
Capital Equipment Allocated	\$0.00		\$0.00
Training Fund Unallocated	\$1,022.00		\$0.00
Training Fund Allocated	\$0.00		\$0.00
Scholarship(?) Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$0.00		\$0.00
Unspent Budget	\$31,677.85		-\$1,507.98
<b>Total Reserved</b>		<b>\$34,298.21</b>	-\$1,507.98
<b>Unallocated Funds</b>		<b>-\$15,588.16</b>	-\$423.51
<b>Total Corporate Funds</b>		<b>\$18,710.05</b>	-\$1,931.49
<b>Total Assets</b>		<b>\$70,678.94</b>	-\$1,931.49
<b>Total Corporate Income</b>		<b>\$0.30</b>	-\$16.40

<b>Total Corporate Expenses</b>		<b>-\$1,651.98</b>	<b>-\$1,444.00</b>
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## Committee Reports

### Anti-Racism:

The ARC met on 10/5/20 to solidify the three matrices of work that will be the immediate focus of the committee. The first is regarding Robert's Rules of Order and corporate meeting facilitation strategy. The second is education of the Corporation as a whole. This includes anti-bias training, de-escalation training for leadership (including moderators of online spaces), "Difficult Conversations" training, and the creation of an online book repository for Arisians. The third matrix is action, which is specifically targeting ways that we as a Corporation are upholding white supremacy and racism. Our first action will be to review the vendors used for Corporation business as well as Convention business. We want to divest from institutions and vendors that support white supremacy & racism and invest in vendors run by Black, indigenous, people of color, and non-white folk. Our next meeting will be in November via Zoom (date TBD).

### Arisia 2020 Convention Treasurer

One of the Tech vendors needed a check reissued so books are still open; please get your Arisia 2020 receipts to the treasurer.

### Corporate Inventory Control:

The committee has contacted the landlord of the storage facility that Arisia will not be hosting an in-person convention due to Covid-19. Thus, Arisia will not be plugging any additional equipment into power for testing/use this year.

### Grants

We need additional monies added to the Grant Fund in order to fund several grants requested prior to the C-19 pandemic. Should those grants be able to be funded, a temporary moratorium on issuing grants should be considered by the Corporation.

### Incident Review and Management:

The IRMC successfully onboarded 2 new members this month, Claudia Mastroianni and Jodie Lawhorne.

- Arisia received a new report about a former Masquerade staffer who had been banned from attending for three years and from staffing permanently. This report detailed several additional incidents. After looking into the report, the Eboard has decided to make the previously issued attendance ban permanent.
- Arisia was made aware of numerous reports of abuse of women generally by an Arisia staff member and panelist. After looking into several of the reports, the Eboard has decided to permanently ban this person from attending Arisia events.
- The IRMC received a report concerning a series of emails between a corporate member and an Arisia Eboard member on the eboard mailing list. In these emails, the eboard member reacted to the anger of the corporate member by asking the corporate member not to email them again on the topic. While generally speaking, people should be able to set reasonable boundaries on what sort of private email they want to receive, when an eboard member does so on the eboard mailing list, it prevents access to the eboard by members of

the Arisia corporation and community.

Given that Arisia does not have a specifically spelled-out policy on this, and that the eboard member has recognized the problem with her responses, the IRMC recommended that a warning be given. The IRMC also recommended that Arisia consider instituting a more specific written policy that will make it clear what is and is not appropriate in the future. The Eboard voted to accept this recommendation. This incident pertains only to the email thread in question, and additional issues around the publication of the incident in August are being handled separately.

	Arisia 2019	Arisia 2020
Open Incident Reports	14	25 (12 post-Con)
Requires Receipt Confirmation	0	1
No Action	4	1
Initial Contacts Made	4	16
Subject Contacted	0	1
Follow-Up Required	3	3
IRMC Assessment Required	0	1
Ready for Eboard Vote	3	1
Closed Incident Reports	54	14
Closed COC Violation	48	10
Closed No COC	6	4

Violation		
Total Incident Reports	68	39 (13 post-Con)

Mission Statement:

Based on the feedback we received from members of the Eboard and our own committee, we determined that we needed to split the statement in two, consisting of a Mission Statement and a Diversity Statement. The reasoning for this is that to encompass the historical, current, as well as forward-looking purposes, values, and statements of intent of Arisia the convention and community is too much content to express in just 1-2 sentences.

- Mission “Arisia’s core mission is to promote the celebration of science fiction, fantasy and speculative fiction, and to foster a diverse and actively inclusive community of fans.”
- Diversity Statement “Arisia recognizes that it exists within a society which marginalizes many of its citizens. We also recognize the specific axes of marginalization that are historically present within the fandom community. Arisia strives to build a community that is inclusive of all races, genders, sexualities, religions, socioeconomic classes, disabilities, ages, and any other axis of marginalization. We recognize that this is an aspiration, not something we have achieved. Our goal as an organization is to arrive at a place where members of any and all marginalized groups can experience equal ownership of the convention and corporation.”

MOTION to adopt new mission and diversity statements for corporation PASSED.

### **Arisia 2021:**

Division Head Appointment:

- Marc Brunco to Access Division

Presentation of Budget:

MOTION to amend the proposed budget as sent in email PASSED.

The budget with amendments can be viewed online: <https://bit.ly/3oOEpes>.

Amendments to budget are:

- Changes to income lines
- Zeroing out party budget
- Adding funds to games
- Greendoor labs addition

MOTION: vote to approve final budget including amendments. PASSED

If you would like to reach the con chair team, please email [conchair@arisia.org](mailto:conchair@arisia.org).

### **Old Business:**

Diana: MOVE that a determined percentage of A2021 profit is donated to an organization or charity (like Comics of Color, MA Bail Fund, etc). MOTION: move to Corp-Discuss

listserv for drafting, to be discussed at start of next corporate business meeting. PASSED.

### **Announcements:**

- The **November corporate meeting** is online via Zoom at 2pm EST on 11/15/2020.
- **Arisia Presents! event taking place this Thursday, October 15** at 6:30pm Eastern. Free tickets via eventbrite. There are no current plans to record the event, but Arisia Presents! David S will check in with the author as to whether or not that's possible. Contact [tech@arisia.org](mailto:tech@arisia.org).
- The Arisia 2021 Games Division now has games! Check out the form online to sign up to run games, etc. <https://www.arisia.org/GamingSignu>  
[p](#)
- Thanks to Arisia for supporting NESFA and the summer ReCONvene
- Capclave is happening the weekend of 10/16/20; find out more via [capclave.org](http://capclave.org).

Meeting adjourned at 9:22 PM

## **Membership List**

This membership list is as of 4:00 PM on 11/2/2020. Please report any corrections to [clerk@arisia.org](mailto:clerk@arisia.org). Names in italics are non-voting members.

Daniel R. Abraham  
Vivian Abraham  
Wendee Abramo  
Joseph Andelman  
Julia Austein  
Priscilla Ballou  
E.J. Barnes  
Fred Bauer  
*Rob Bazemore*  
James Boggie  
Bridget Boyle  
Anna Bradley

Jonathan Breindel  
Nicholas Brown  
Brendon Chetwynd  
Kirsten Chetwynd  
*Brian Cooper*  
Heather Cougar  
Tom Coveney  
Elizabeth Crefin  
David D'Antonio  
Regis Donovan  
Kaiden Drew  
Jan Dumas

Daniel Eareckson  
Etana  
Kelly Fabijanic  
Allison Feldhusen  
Jennifer  
Fitzsimmons-Gauger  
Dan Franklin  
Jaime Garmendia  
Lisa Goldstein  
Lisa Hertel  
Sol Houser  
Diana Hsu

Crystal Huff  
 Lenore Jean Jones  
 Rachel Kadel  
 Melissa Kaplan  
 Terry Karney  
 Rick Kovalcik  
 Chris Lahey  
 Alex Latzko  
 Jodie Lawhorne  
 Henry Leong  
 Ben Levy  
 Megan Lewis  
 Carol London  
 Ken London  
 Glenn MacWilliams  
 Claudia Mastroianni  
 Will McMMain  
 Penelope Messier  
 Danny Miller  
 Elliott Mitchell  
 Hope Moore  
 Alex Morgan

Skip Morris  
 Lia Olsborg  
 Kris Pelletier  
 Melissa "MPA"  
 Perreira-Andrews  
 Karen Purcell  
 Danielle Reese  
 Shannon Reilley  
 Kim Riek  
 Noel Rosenberg  
 Andy Rosequist  
 Mink Rosequist  
 A. Joseph Ross  
 Sharon Sbarsky  
 Richard Schmeidler  
 Cate Schneiderman  
 Jason Schneiderman  
 JB Segal  
 Seph  
 Nicholas "phi" Sheckman  
 Cris Shuldiner  
 David Silber

Rachel Silber  
 Mike Sprague  
 Mary Stock  
 Sandy Sutherland  
 Rachel Tanenhaus  
 Maria Taranov  
 Ilene Tatroe  
 Mike Tatroe  
 Gail Terman  
 Emily Tersoff  
 Persis Thorndike  
 Dan Toland  
 Dorothy Trachtenberg  
 Ed Trachtenberg  
 Conor Walsh  
 Tanya Washburn  
 Alan Wexelblat  
 Michelle Wexelblat  
 Nightwing Whitehead

## Executive Board - eboard@

President	Nicholas "phi" Sheckman	president@
Vice President	Mike Sprague	vice-president@
Treasurer	Kris Pelletier	treasurer@
Clerk	Etana	clerk@
Members-At-Large	Rachel Kadel	at-large@
	Melissa Perreira-Andrews	
	Jodie Lawhorne	
Arisia '20 Con Chair	Diana Hsu	conchair@
Arisia '20 Treasurer	Kelly Fabijanic	con-treasurer@

## Committees

### Anti-Racism Committee - arc@:

etana (chair), Vivian Abraham, Jan Dumas, Karen Purcell, Mink Rosequist, Alan Wexelbalt

### Budget - budget@:

Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger

### Code of Conduct Revisions [no email address]:

Mike Sprague (chair), Kelly Fabijanic, Jennifer Fitzsimmons-Gauger

### Corporate Communications - corpcomms@:

etana(chair), Justin du Coeur, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger

<b>Corporate Inventory Control - cic@:</b> Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
<b>Corporate Sales</b> Dan Toland
<b>Digital Assets Management - dam@:</b> Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat
<b>Fundraising - donations@:</b> Matt Ringel (chair), Addie Abrams, Kris Pelletier, Nicholas “phi” Shectman, Rachel Silber
<b>Grants - grantsrequest@:</b> Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe
<b>Hotel Search - hotelsearch@:</b> Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger
<b>Incident Review and Management - incidents@:</b> Melissa Perreira-Andrews (chair), Vivian Abraham, Jaime Garmendia, Will McMain, Kris Pelletier, Kim Riek
<b>IT - it@:</b> Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas “phi” Shectman, Mike Tatroe, Alan Wexelblat
<b>Location Search [no email]:</b> Gail Terman (chair), etana, Sol Houser
<b>Long Range Planning - lrp@:</b> Mink Rosequist (chair), Anna Bradley, Heather Cougar
<b>Mailing List Monitoring [no email]:</b> Claudia Mastroianni and Rachel Tanenhaus
<b>Mission Statement - mission@:</b> Michelle Wexelblat (chair), Melissa Kaplan, Claudia Mastroianni, Richard Maynard, Will McMain, Kris “Nchanter” Snyder, Mike Sprague, Ilene Tatroe
<b>Postmaster - postmaster@:</b> Sharon Sbarsky (chair), Rick Kovalcik, Ben Levy, Nicholas “phi” Shectman
<b>Relaxacon - relaxacon@:</b> Sol Houser and Rick Kovalcik (chairs)
<b>Social [no email]:</b> Sol Houser (chair), Jan Dumas, Melissa Kaplan, Kim Riek, Mike Sprague, Alan Wexelblat
<b>Student Contests - student-contests@:</b> Kris Pelletier (chair), Anna Bradley, Johnny Healey, Allison Holt, Terry Holt, Skip Morris, Abby Noyce, Mike Sharrow, Mike Sprague, Carolyn VanEseltine, Conor Walsh

## Storage Keyholders - keys@arisia.org

Current keyholders are: Julia Austein, Fred Bauer, Lisa Hertel, Sol Houser, Diana Hsu, Rick Kovalcik, Paul Kraus, Ben Levy, Skip Morris, Dan Noé, Kris Pelletier, Kristin Seibert, Nicholas “phi” Shectman, David Silber, Al \*Hobbit\* Walker, Ellie Younger

# Subscription and Dues Information

Subscription to Mentor is included with corporate membership. Corporate membership runs from September 1st to August 31st and requires a dues payment of \$24. Dues are prorated on a monthly basis for members joining throughout the year. Requests for dues waivers may be submitted by email to the Executive Board at [eboard@arisia.org](mailto:eboard@arisia.org).

September	\$24	December	\$18	March	\$12	June	\$6
October	\$22	January	\$16	April	\$10	July	\$4
<b>November</b>	<b>\$20</b>	February	\$14	May	\$8	August	\$2

## Calendar

- The November corporate meeting is online via Zoom at 2pm Eastern on 11/15/2020
- The December corporate meeting is online via Zoom at 7pm Eastern on 12/15/20
- The January corporate meeting is online via Zoom at 2pm Eastern on 1/17/21

Please also see <https://corp.arisia.org/calendar>.